

**DRAFT**

REGULAR MEETING

BOARD OF COUNTY COMMISSIONERS

OCTOBER 19, 2010

The Board of County Commissioners convened in regular workshop session this Tuesday, October 19, 2010, at the Bushnell Government Annex, Bushnell, Florida, with the following members present to wit: Richard Hoffman, District No. 1; Douglas Gilpin, Chairman, District No. 2; Garry Breeden, District No. 4; and Randy Mask, 2nd Vice Chairman, District No. 5. The following individuals were also present and acting in their respective official capacities: Bradley Arnold, County Administrator; William Kleinsorge, Finance Director; Meliss Elliott, Deputy Clerk; and Connie Webb, Deputy Clerk. Chairman Gilpin called the meeting to order at 5:00 p.m. with the invocation given by 2nd Vice Chairman Mask followed by the flag salute led by Chairman Gilpin. Donald Burgess, Vice Chairman, District No. 3, was absent due to a death in his family.

**1. Lake-Sumter Metropolitan Planning Organization Long Range Transportation Plan**

Bradley Arnold, County Administrator, advised that he had passed staff's comments on the Long Range Transportation Plan to TJ Fish, Executive Director of the Lake-Sumter Metropolitan Planning Organization (MPO). Mr. Fish will be presenting the Cost Feasibility Portion of the Plan this evening.

Mr. Fish gave a PowerPoint presentation which focused on the Cost Feasible Roadways. Mr. Fish advised that the MPO is a two-county regional form of government. Every year it updates the five-year program which are projects that are programmed with money from some source, whether it be federal, state, local or developer monies. They put together a five-year transportation improvement program based on this plan. They also do an annual update of the list of priority projects. Mr. Fish advised that there is a Redesignation Plan, pending the Governor's signature, which will officially add all of Sumter County to the MPO area and action will then be taken to formalize the addition of two additional votes from Sumter County, one being a representative from the Board of County Commissioners. The County will then have two primary and two alternate voting members.

Mr. Fish discussed the Sumter County roads that are within the Plan. He discussed the US 301 Project from SR 44 in Wildwood to Main Street in Bushnell. This will be a 10 to 20 year project. SR 44, SR 471 and SR 50 are also within the Plan. There are several county road projects. C-470 will be a major project. There are several projects within The Villages, i.e, Morse Boulevard, Buena Vista Boulevard, C-468, C-462, and C-466A. There was minimal discussion on the interchanges at the Turnpike and C-468 and I-75 and the C-466 and C-475 area. Mr. Fish advised that the MPO also has an interest in the future of the rail line.

Mr. Arnold advised that SR 50 has been discussed for quite some time. Hernando County and Lake County are both interested in having it widened. Sumter County has continually expressed that it has no interest in having SR 50 widened in Sumter County. The level of service on this road is B.

Mr. Fish advised that the MPO will have discussions with the City of Bushnell on C-475. There was also discussion on future connectivity from Sumter County (The Villages) to such areas as Orlando International Airport, South Lake County, and Tampa.

10-19-10-1

10-19-10-1- comments

## **2. Compensation Market Salary Study Recommendations**

Mr. Arnold advised that the packet this evening is the same one from the September 28th meeting which Commissioner Breeden had requested additional time to review. All constitutional officers were also included in the study. Mr. Arnold discussed that only Board employees are being recommended for increases due to the fact that the Board is on a pay range schedule where the constitutional officers, with the exception of the Supervisor of Elections, are not. He advised that the Supervisor of Elections has just recently switched to a pay range schedule. The Evergreen study did recommend that the constitutional officers move into pay ranges and pay grades for their employees. There are funds within the Fund for implementation of the recommended increases within the study should the Board choose to do so.

Brian Wolfe, Evergreen Solutions, advised that the majority of the sources solicited for information for this project were public. Since the private sector is very competitive, it is usually very difficult to obtain information from those sources. The results of the survey show that Sumter County is approximately 0.33 percent above the market average minimum across all benchmark titles. Sumter County overall is 0.94 percent above the market midpoint average across all titles included in the survey. At the maximum of the range, surveyed Sumter County jobs are on average 1.19 percent above market average. Taken together, this indicates that Sumter County pay ranges are effectively keeping pace with the market, both in structural terms (the dimensions of the plan) and in competitive terms (the value of the grades). Some positions may warrant market-based upgrades while other more dramatic outliers warrant additional classification analysis.

Commissioner Breeden advised that there are 62 Board positions recommended for increases anywhere from 5 to 20 percent. Chairman Gilpin feels the study provides good information but that the County is in no position to move forward with these recommended increases. Commissioner Breeden felt that the last paragraph, which he read into the record, of the study summed up Sumter County's position. The paragraph states: "The County currently finds itself in an unusually level position with regard to the market. The fact that the market average ranges are so close to those same range points indicates that the County is utilizing a pay plan that mirrors the average structure present in the labor market. They are virtually identical, on average, when minimum, midpoint, and maximum are analyzed. Depending on the County's compensation philosophy and goals, changes to the structure may or may not be warranted. If the County desires to be a compensation leader, some changes are needed. If the goal of the County is to be 'at' market value on average,

they have effectively achieved this goal."

There was discussion by Mr. Arnold regarding consideration of increases for those positions affected due to dramatic organizational changes in positions. He will bring this to the Board at the October 26th meeting.

10-19-10-2

### **3. Contract with Capitol Solutions, LLC**

Mr. Arnold noted that Commissioner Burgess had requested this be discussed this evening. Mr. Arnold provided a copy of comments received from Capitol Solutions of their accomplishments for Sumter County. Due to Mr. Burgess's absence, Mr. Arnold will place on the October 26th agenda for discussion and consideration.

10-19-10-3

10-19-10-3-comments

### **4. Economic Development Strategic Plan - DRAFT**

Mr. Arnold introduced Rick Dodge, E5 Solutions, Inc., who gave a PowerPoint presentation of the proposed Economic Development Strategic Plan. This will be on the October 26th agenda for consideration. At the end of the presentation there was discussion regarding the possibility of a performing arts facility coming to Sumter County. The two areas discussed were the church at Spanish Springs in The Villages and the area near Millennium Park in Wildwood.

10-19-10-4

### **5. Radio Communications Briefing**

Mr. Arnold advised that Deputy Chief Burris would be giving the presentation on radio communications. Chief Burris discussed the FCC Narrowbanding Mandate. By January 1, 2013 all current licensees must be fully operational on 12.5kHz equipment for both business and industry and public safety licensees. This requirement does not apply to frequencies that are licensed solely for paging. All public safety agencies in Sumter County operate on VHF frequencies with the exception of The Villages Fire Department, Lake/Sumter EMS, state and federal agencies. Sumter County Fire Rescue is exclusively on VHF. All of our surrounding counties have already converted to 800 MHz radios. Sumter County needs to be on an interoperable radio communications system that will allow fire to talk to police and EMS while also being able to speak to emergency responder agencies from neighboring communities. Mr. Arnold advised that he has information on two systems available to Sumter County, one being the State system and the other being the Lake County system. After Board discussion it was

the consensus for Mr. Arnold, Chief Bill Gulbrandsen and Chief Deputy Jack Jordan to get the process started by directly contacting consultants and providing a recommendation of the one to best serve Sumter County that is not affiliated with the State or Lake County vendors.

10-19-10-5

## **6. Spoil Site - Trap & Skeet Next Steps**

Mr. Arnold advised that the County is now in possession of approximately 500 acres known as the spoil site property. There is no legal access to this property which was known at the time it was acquired. Several opportunities for access have been reviewed and the best solution thus far is to pursue an available piece of land to the NW corner of the spoil site to not only provide the necessary access but to provide an event entry office location. This property is available. The access would be on CR 482S. After discussion the consensus of the Board was for Mr. Arnold to pursue negotiations for the property mentioned.

Mr. Arnold also discussed that there are different entities that have expressed an interest in partnering with Sumter County for the public/private trap and skeet facility. After discussion the consensus of the Board was for Mr. Arnold to contact only the local trap and skeet clubs and gather more information as to what they may be able to offer Sumter County in a partnership. Chairman Gilpin advised that he would not be opposed to entertaining any national organizations that express an interest if they have the necessary funding.

Mr. Arnold advised that Fletcher Marine still has less than 4 years of right of ingress/egress to remove shell material from the western cell of the 500 acres. The Southwest Florida Water Management District (SWFWMD) has less than 10 years of right of ingress/egress to remove shell material in the eastern cell. In order to be able to proceed with the location of the trap and skeet facility in the northeast corner of the property, SWFWMD is open to entering into a contract whereby Sumter County would relocate the shell material further south away from the trap and skeet area for their continued access and removal. The cost to Sumter County would be the use of staff and equipment.

10-19-10-6

ADJOURN

The meeting was adjourned at 7:00 pm.